

City of Carlsbad Employee Benefits

GENERAL EMPLOYEES



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees' Retirement system (CalPERS). Both employee and the City share premium costs. Employees who purchase medical insurance are required to purchase dental at the same coverage level. Excess benefits credits can be used to purchase vision insurance and/or to contribute to a health care or dependent care flexible spending account (FSA).

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

Retirement

The City participates in the CalPERS program. Effective January 1, 2013 the calculations are as follows:

1. 2% @ 62 formula
2. 3-year Final Average Earnings (FAE) for final compensation calculation
3. General employees will contribute the full 6.75% cost of the employee's share of retirement on a pre-tax basis

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase additional life insurance equivalent to one times the base amount.

Accidental Death and Dismemberment

This is a voluntary employee paid benefit available to any employee who chooses to participate.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

State Disability Insurance (SDI) & Paid Family Leave (PFL)

The City provides State Disability and Paid Family Leave through EDD. SDI and PFL provide a weekly wage replacement for a non-work related injury or illness, and paid leave to care for an immediate family member.

Bilingual Pay

The City will provide additional compensation to an employee, designated by the Human Resources Department in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Holiday

The City observes 11 scheduled holidays plus two floating holidays per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.